Medicare People

HEALTHCARE STAFFING

Sustainability Policy

Policy title	Sustainability Policy
Organisation	Medicare People Limited
Service	Healthcare staffing
Policy owner	Managing Director
Version	2.0
Date	01/11/2026
Next review	November 2027

1. Purpose

This sustainability policy outlines the commitment of Medicare People to environmental responsibility, social equity, and economic sustainability. We aim to minimise our negative impact on the environment, promote ethical labour practices, and contribute to a sustainable future within the healthcare industry.

Scope

This policy applies to all aspects of our operations, including:

- Recruitment and placement of medical staff
- Administrative functions
- Travel arrangements for medical staff
- Supply chain management

Core Principles

Environmental Stewardship: We will strive to reduce our environmental footprint by:

- Implementing energy-efficient practices in our offices.
- Minimizing waste generation and promoting recycling.
- Using sustainable transportation options for our employees and medical staff.
- Supporting suppliers and partners who prioritize environmental sustainability.

Ethical Labor Practices: We will uphold ethical labour standards by:

- Ensuring fair wages and working conditions for all employees and medical staff.
- Promoting diversity, equity, and inclusion in our workforce.

- Complying with all applicable labour laws and regulations.
- Providing opportunities for professional development and growth.

Social Responsibility: We will contribute to the well-being of our communities by:

- Supporting local initiatives and charities.
- Promoting health and wellness among our employees and medical staff.
- Engaging in community outreach programs.
- Contributing to the development of sustainable healthcare practices.

Implementation

Environmental Management

- Conduct regular energy audits and implement energy-saving measures.
- Develop and implement a waste management plan that includes recycling, composting, and waste reduction.
- Encourage employees to adopt sustainable commuting practices, such as public transportation, cycling, or walking.
- Source products and services from suppliers with strong environmental credentials and sustainability certifications.

Ethical Labor Practices

- Develop and implement a fair wages and benefits policy that is competitive with industry standards.
- Promote a positive and inclusive workplace culture that fosters respect, diversity, and equal opportunities.
- Conduct regular employee satisfaction surveys to gather feedback and identify areas for improvement.
- Comply with all relevant labour laws and regulations, including those related to minimum wage, working hours, and workplace safety.
- Provide opportunities for professional development and growth, such as training programs, mentorship, and career advancement.

Social Responsibility

- Identify and support local community initiatives that align with our sustainability goals.
- Offer health and wellness programs for employees, such as health screenings, fitness classes, and mental health support.
- Encourage employee volunteerism and community engagement.
- Contribute to the development of sustainable healthcare practices through partnerships with healthcare providers, research institutions, and industry organizations.

Review and Updates

This sustainability policy will be reviewed annually to ensure its effectiveness and alignment with our evolving business needs. We will make updates as necessary to reflect changes in industry

standards, regulations, and our own priorities.

Accountability

We will designate a sustainability champion or committee to oversee the implementation of this policy and report on our progress to our board of directors and stakeholders.

By adhering to this sustainability policy, Medicare People aim to be a leader in the healthcare industry, demonstrating our commitment to environmental responsibility, social equity, and economic sustainability.

2. Legislation and guidance

- NHS Net Zero Supplier Roadmap
- Environmental Protection Act 1990 (duty of care for waste)

Version history

Version	Summary
1.0	Original policy
2.0	1 November 2026 – restyled to the Medicare People brand, structure standardised, legal references updated